



Officer Professional Development

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Context: Mentoring



Effective Mentoring

- **Gives Our Reservists a Better Sense of:**

How Navy Career Should Progress

**What Milestones They Should Attain
at**

Various Levels

- **Gives Reservists the Tools to
Make Appropriate Career
Decisions for Themselves**

*Rear Admiral Bob Clark
Commander, REDCOM Mid-Atlantic*

The New PME Continuum



PME = NPME (Navy PME)
+
Grad Ed + JPME

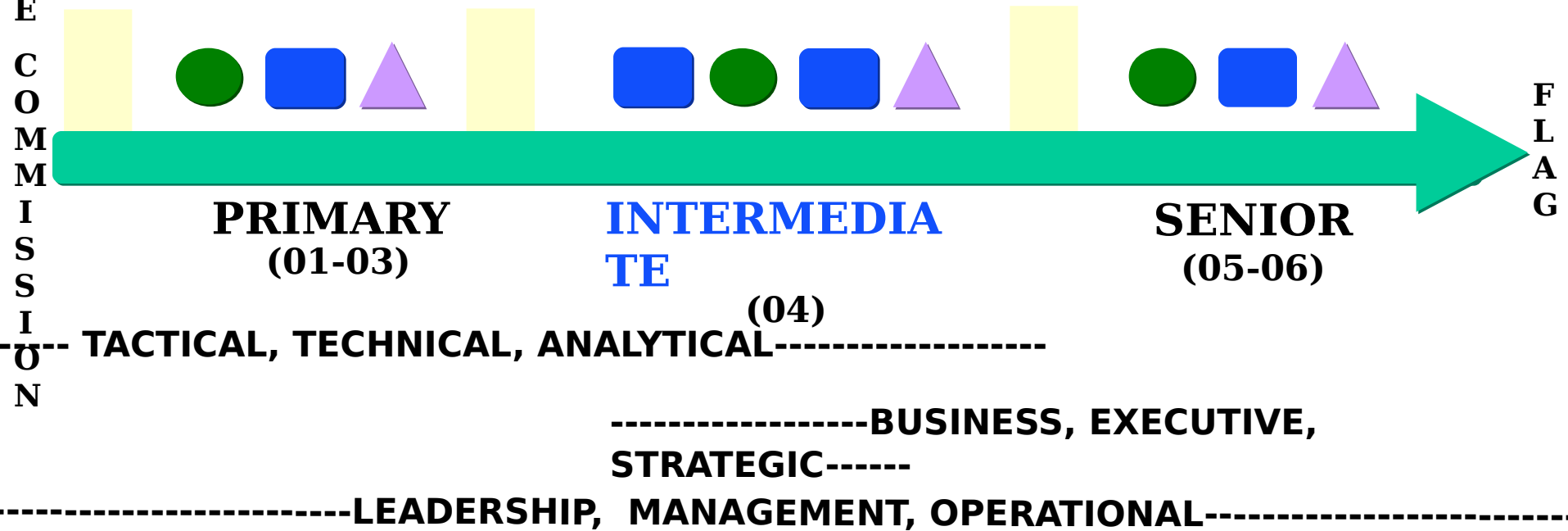
*VADM Al Harms
Chief Learning Officer
23 July 2003*

AC Professional Military Education Continuum

(Integrated with Leadership Continuum)

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NPME



JPME



GRADUATE EDUCATION FOCUSED ON:

All PME Opportunities Available through Multiple Delivery Methods: Resident, Non-Resident, Full-time, Part-time, Off-Duty, & Web-Based

Systems Engineering & Analysis
Financial Management
Information Systems & Operations
Operations Research Analysis

Source: NETC

PME/JPME Basics



- **Officer Professional Military Education Policy (OPMEP) - CJCSI 1800.01A**

Law Requires CJCS to Set Policy for Military Education and Training of Service Members Framework for Development of Service and Joint Officers Through Progressive, Sequential Education from Pre-Commissioning through Flag

- » **Services Responsible for PME Implementation**

- » **Joint Staff Manages JPME**

- **Service Chiefs Must Report Triennially to CJCS on Joint Education Programs at Pre-commissioning and Primary (O1-O3) Levels**

- **NAVY IS THE ONLY SERVICE WITH NO FORMAL PME PROGRAM... BUT THAT'S CHANGING**

The Rules are Changing:

Joint Requirements for Appointment to Flag Officer

EDUCATION

JDA: Assignment to a designated position in a multi-Service/National command or activity that is involved in the integrated employment or support of land, sea, and air forces of at least 2 of the 3 Military Departments. Preponderance of duties involve producing or promulgating national military strategy, joint doctrine, joint policy, strategic plans or contingency plans, or to commanding and controlling operations under a combatant command. Assignments for joint training/education and within an officer's own military department as well as those for certain staff corps officers are specifically excluded.

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Joint Duty Assignment
(JDA)

36 Months

EDUCATION Joint Specialty Officer EXPERIENCE

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8

JPME Phase I

JPME Phase I I

Navy War College
226

Other Service War College 136
10 Months

+

JFSC

198
3 Mos.

+

Joint Duty Assignment
(JDA)

36 Months

JPME Phase I & II

Nat'l War College
28

ICAF 43
10 Months

+

Joint Duty Assignment
(JDA)

36 Months

What About JPME for Reserve?



Congress Mandated JPME for Active Component Officers in Goldwater-Nichols Act (1986)

Title 10 USC, Chapter 38, Section 666 Directs Parallel Effort for Reserve Component Officers:

“The Secretary of Defense shall establish personnel policies emphasizing education and experience in joint matters for reserve officers not on the active-duty list. Such policies shall, to the extent practicable for

JPME Phase I



- **Traditional Venues for JPME Phase I Include War Colleges, Naval War College (NWC) Non-Resident Seminar Programs and Correspondence Courses**
2-Week AT Courses at NWC Provide Credit But Require Follow-on Activity for JPME Phase I Certification
- **NWC Developing Maritime-Focused, CD-ROM JPME Phase I Course for O3s and Senior**



RC Congressional Guidance

“In order to prepare reserve component field grade officers for joint duty assignments, the committee directs that a course similar in content to, but not identical to, the in-residence Armed Forces Staff College [Joint Forces Staff College] course for field grade active component officers be developed as soon as possible.”

“... periods of in residence training, as well as distance learning, present the best combination of academic rigor, cohort development, and cross-service acculturation”

- FY99 Defense Authorization Act



RC AJPME Course Content

- 1-for-1 Crosswalk With JFSC In-Residence Curriculum (12 Weeks) for JPME Phase II
- Elements
 - Guest speakers
 - Electives
 - Writing Requirement*
- Reduced 350 hours to Approximately 260 hours
- Retains Seminar Service Mix & Senior Fellows
- Face-to-Face Component Conducted Using Approx.
 - 6 Days of Inactive Duty Training
2 Weeks of Active Duty for Training

*Retains Rigorous Writing Requirement – Hours Counted Differently



RC AJPME Course Format

DL 1

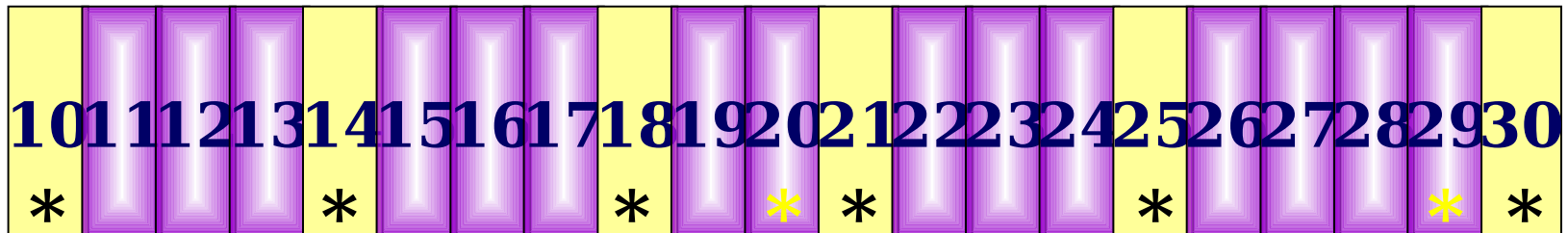


F2F 1



DL = Distance Learning
F2F = Face-to-Face

DL 2



F2F 2



Courtesy:

* Transition/Research Weeks

CJCS Memorandum

4 November 1992



Joint Forces Staff College will offer the Joint Planning Orientation Course (JPOC) and Flag and General Officer Seminar (FGOS) on Joint Planning as short exportable courses to provide orientation on joint planning.

Course objectives, focus, and scope will be in accordance with Officer Professional Military Education Policy (OPMEP) guidelines for continuing professional education.

Joint Planning Orientation Course (JPOC)



Lesson	Topic	Hours	
1	Introduction	1.5	
2	U.S. Military Command Establishment	1.5	
3	Department of Defense Planning Systems	1.5	
4	Joint Planning Overview	1.0	
5	Operational Warfare	1.5	
6	Initiation	1.5	
7	Concept Development	1.5	
	Review	1.0	
8	Force Planning	1.0	
9	Support Planning	1.0	
10	Transportation Planning	1.0	
11	Completion of Deliberate Planning	1.0	
12	Crisis Action Planning (CAP)	2.0	
	Crisis Action Planning (CAP) Exercise	1.0	
	Total Hours	18	



Joint Planning Orientation Course (JPOC) cont'd



- **Available to SELRES on Case Basis**
- **Separate Sessions May be Available Depending on Resources**
- **Consult JFSC Web Page for Info**

www.jfsc.ndu.edu



New Direction: JPME 101

June 2003



JFSC has Lead for Possible Mandatory JPME 101

- **Will Target Specific O-3s (AC & RC) & Civilians (DoD & Inter-Agency) Requiring Joint Competency**
- **Certification-Granting Course**
- **Learning Modules from:**
 - **AJPME Shareable Content Objects (SCOs)**
 - **Joint Planning Orientation Course (JPOC)**
 - **New Material**
- **Potentially, 25-30 hour DL or Augment to Existing In-Residence Courses**





JPME 101 Syllabus Outline

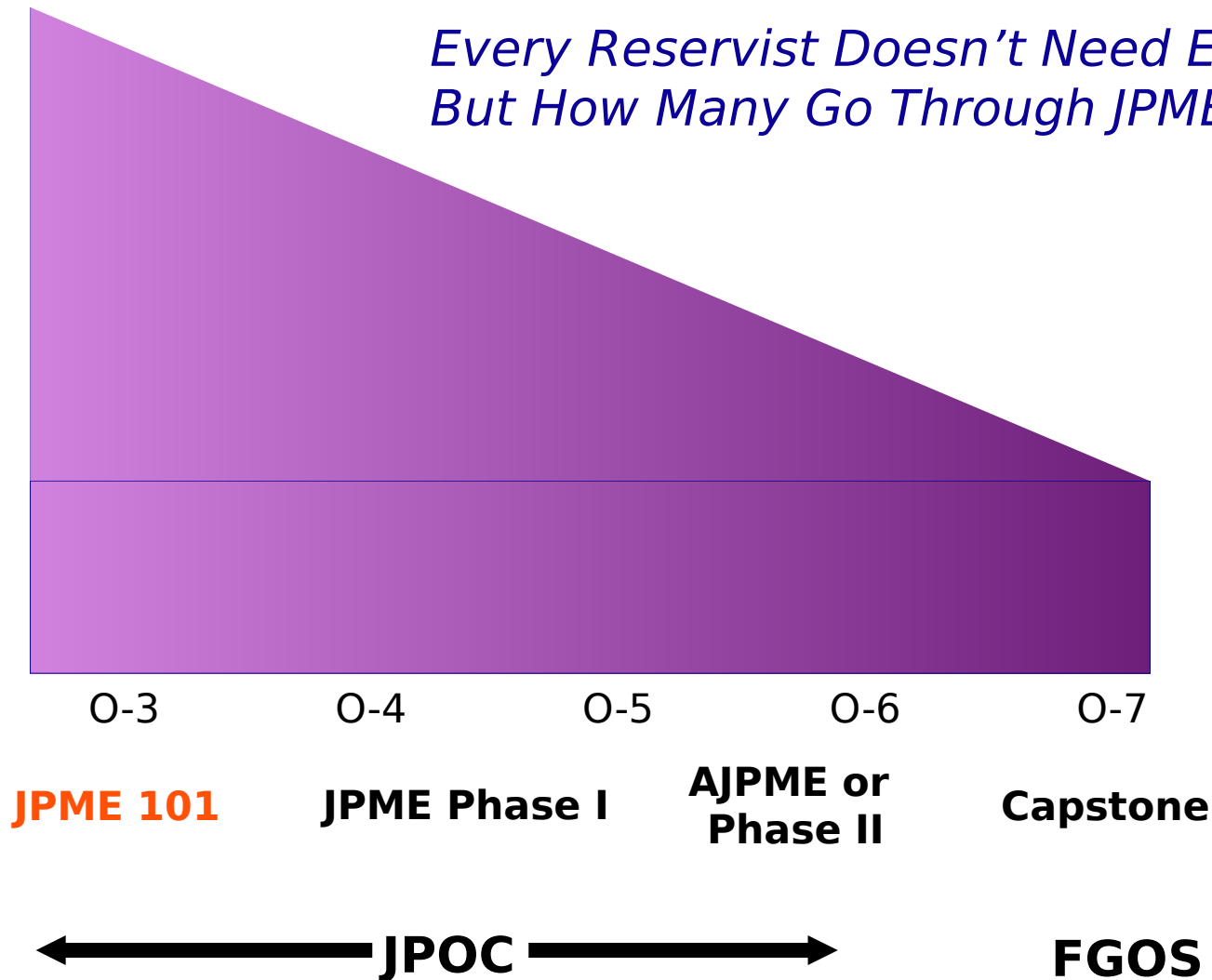
Lesson	Topic	Hours	Source
1	Introduction	1	New
2	Introduction to Joint Duty	1	AJPME
3	U.S. Military Command Establishment	2	AJPME
4	Joint Force Command	2	AJPME
5	Army Component Perspective	1	AJPME
6	Marine Corps Component Perspective	1	AJPME
7	Navy Component Perspective	1	AJPME
8	Air Force Component Perspective	1	AJPME
9	Joint SOF Perspective	1	AJPME
10	Reserve Component Perspective	1	AJPME
11	Department of Defense Planning Systems	1	JPOC
12	Operational Warfare	1	JPOC
13	Multinational Issues	1	AJPME
14	MOOTW – Overview & Mission Analysis	1	AJPME
15	MOOTW – Peace Operations	1	AJPME
16	MOOTW – Foreign Humanitarian Assistance (FHA)	1	AJPME
17	MOOTW – Noncombatant Evacuation Operations (NEO)	1	AJPME
18	The Interagency Process	1	AJPME
19	Initiation	1	JPOC
20	Concept Development	1	JPOC
21	Force Planning	1	JPOC
22	Support Planning	1	JPOC
23	Transportation Planning	1	JPOC
24	Completion of Deliberate Planning	1	JPOC
25	Crisis Action Planning (CAP)	1	JPOC
26	Review	1	New
27	Assessment	1	New
Total Hours		28	



RC JPME: How Purple and When?



*Every Reservist Doesn't Need Everything,
But How Many Go Through JPME Pipeline?*





RC AJPME Student Throughput

- ASD-RA Study* Reviewed:
 - Number of Joint RC Positions Requiring JPME
 - Level of JPME Required – Basic or Advanced
 - The Level of Education of the Perspective Student Population
- RC Joint Billets O4 to O6
 - 4,400 Billets with 1,224 Critical (Requires AJPME)
- AJPME Throughput of 500 Annually
 - 25 Seminars w/ 20 Students Each
 - 1,500 Over 3-year Cycle

** 1996-98
Data*

Summary



- **Officer Mentoring Should Address JPME**
- **New Learning Delivery Packages Make JPME Viable for SELRES**
- **RC AJPME is Up and Running**
- **JPOC Available as Gap-Filler Option**
- **JPME 101 Under Consideration for O-3 and Senior**
- **Resources:** www.ndu.edu
<https://www.cnet.navy.mil>
www.jfsc.ndu.edu www.nwc.navy.mil

